

ONTARIO HUMAN RIGHTS COMMISSION

IN THE MATTER OF the Ontario Human Rights Code,
R.S.O. 1970, Chapter 381, as amended;

-and-

IN THE MATTER OF the complaint of Mrs. Janet Pocock,
41 Melville Crescent, Brampton, Ontario, against
Canadian Kenworth Company, a Division of Paccar of
Canada Ltd., their servants and agents, 1351 Matheson
Boulevard, Unit 23, Mississauga, Ontario.

MINUTES OF SETTLEMENT

The parties to this action, recognizing the desire of terminating these proceedings without the expense of further litigation, and noting that this complaint will be terminated without there being a finding that the Ontario Human Rights Code has been breached in any way, agree as follows:-

1. In reliance upon the absence of a finding that the Ontario Human Rights Code has been breached, and recognizing that the complainant has released Paccar of Canada Ltd. from any potential liability flowing from any of her allegations, Paccar of Canada Ltd. nonetheless agrees to pay to the complainant or as she may direct the sum of Nine Thousand, Six Hundred Dollars (\$9,600.00) on or before the 19th of November, 1979.
2. Paccar of Canada Ltd. confirms that it supports and abides by the aims and principles of the Ontario Human Rights Code (See Paccar Policy Bulletin dated March, 1976 attached hereto as Appendix 1). Further to this confirmation Paccar of Canada Ltd. agrees to:
 - (i) Continue to abide by and support the aims and principles of the Ontario Human Rights Code.

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- (ii) Post in prominent places at its premises in Ontario, the Ontario Human Rights Commission's Declaration of Management Policy indicating Paccar of Canada Ltd.'s desire to uphold the Ontario Human Rights Code.
 - (iii) Cooperate at its premises in Ontario with the Ontario Human Rights Commission in planning and conducting within ninety (90) days of the date of the Agreement a seminar program with Paccar of Canada Ltd.'s personnel management concerning the goals and objectives of the Ontario Human Rights Code in all its aspects.
 - (iv) Provide the Ontario Human Rights Commission with a letter of assurance in the form attached hereto as Appendix 2.
3. The Respondent agrees to provide the Complainant with a letter of recommendation and to direct all inquiries concerning the Complainant to the Director of Personnel, who will maintain a work history file outlining the Complainant's responsibilities, remuneration and seniority.

DATED at Toronto this 19th day of November, 1979.



Janet Pocock

ONTARIO HUMAN RIGHTS COMMISSION

By: 

PACCAR OF CANADA LTD.

By: 

standard
PACCAR *policy*
bulletin

SP-30 March 1976

NON-DISCRIMINATION

1. PACCAR intends to promote equal employment opportunity through policies and practices which do not discriminate against an employee or applicant for employment because of race, color, religion, national origin, sex, age or handicap (physical, mental or sensory).

Specifically, this may apply to:

- a. Employment, promotion, transfer, layoff and recall.
 - b. Recruitment or recruitment advertising.
 - c. Rates of pay or other forms of compensation.
 - d. Company sponsored training, education, or tuition assistance.
 - e. Social and recreation programs.
 - f. Demotion or separation.
2. In each branch or division of the Company the General Manager is responsible for compliance with this policy by all employees, but particularly by persons administering selection, employment and training activities, and line supervisors making or recommending decisions concerning promotions, layoffs and other actions of this nature.

Approved:

Charles M. Pigott

Charles M. Pigott
President

STANDARD
FORM NO. 5700-108
10-1-60

1. PURPOSE
2. SCOPE
3. REFERENCES
4. DEFINITIONS
5. PROCEDURE
6. RECORDS
7. APPENDICES

8. DISTRIBUTION
9. REVISIONS
10. APPROVALS

Paccar of Canada Ltd.
560 Rochester Street
Ottawa, Ontario
K1S 5B4

November 19, 1979

Dr. Dorothea Crittenden
Ontario Human Rights Commission
400 University Avenue
12th Floor
Toronto, Ontario
M7A 1T7

Dear Dr. Crittenden:

Re: Janet Pocock and Paccar
of Canada Ltd.

This is to assure you of our company's continued support of the aims and principles of the Ontario Human Rights Code and to assure you that we do not discriminate against any person because of race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin.

Although there has been no finding of a breach of the Code in this matter, to show our good faith, we agree to post the Commission's Declaration of Management policy in prominent places at our premises in Ontario, and to cooperate with the Commission in planning and conducting a seminar program, as outlined in the Minutes of Settlement to which we are party.

Yours very truly,



Ed Wroblewski
Employee Relations Manager

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Mississauga, Ontario

MINUTES OF SETTLEMENT

BIRENBAUM, STEINBERG,
2 Bloor St. West,
Suite 1900,
Toronto, Ontario.
M4W 3J9

(JNB:cl)